

## PAUL J. CAFFERA

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**New Jersey Office**  
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- Business:** Full-time practice of Arbitration and Mediation since 1993.
- Industry Experience:** (Selected) Aerospace, airfreight, convention and tourism, construction, education, firefighting, food service, highway workers, higher education, hospitals and health care, highway workers, iron workers, machine tools, manufacturing, machine tools, mental hygiene museums, nursing homes, office workers, police and fire, office workers, postal service, prisons, printing, public works, rehabilitation facilities, retail, rubber and plastics, social service, treasury employees.
- Issues:** (Selected) Absenteeism, ADA, age discrimination, arbitrability, bargaining unit work, benefits, compensation, contract interpretation, demotion, discharge and discipline, drug & alcohol offenses, employee theft, firearms, job posting/bidding, harassment, holiday pay, job performance, leaves, management rights, off-duty conduct, on-call/reporting status, overtime, past practices, patient abuse, promotion, seniority, sex discrimination, transfers and reassignments, retirement benefits, union steward rights, vacation, wages, work hours/assignments, violence & threats.
- Work History:** Self-employed arbitrator/mediator (93-pres). Formerly: assistant director of labor relations for the N.J. School Boards Association; employment manager for Newark (NY)- Wayne Hospital and Nursing Home, and; laboratory supervisor for Rhone-Poulenc, Specialty Plastics Division. Author of several publications on negotiations. Lectured on labor contract analysis and writing, negotiations and impasse, contract administration, economic analysis, sexual harassment, and related issues.
- Education:** MS (Management) Central Michigan University; BS (Life Science) Kansas State University; BA (History) Excelsior College.
- Relevant Training:** (Selected) Labor arbitration internships with two members of the National Academy of Arbitrators, AAA basic and advanced arbitrator development programs, Rutgers University, IMLR public-sector labor certificate program.
- Memberships:** AAA LERA (formerly IRRRA), Association for Conflict Resolution
- Panels:** (Selected) AAA, D.C. PERB, FMCS, Kansas PERB, Mass. Board of Conciliation and Arbitration, National Mediation Board, Nevada EMRB, NJ Board of Mediation, NJ PERC, NY 3020-a Teacher Discipline Panel, NY Employment Relations Board, Rhode Island Labor Relations Board, U.S. Virgin Islands PERB.
- Permanent Panels:** State of Nebraska and Nebraska Association of Public Employees  
National Postal Mail Handlers Union and U.S. Postal Service.  
American Postal Workers Union and U.S. Postal Service
- Per Diem:** \$800. Per Diem cancellation fee for each reserved day of hearing cancelled or postponed with fewer than 15 business-days notice. Travel time and travel expenses calculated from either Seattle, Salt Lake City, or Denver.